

COLORADO STATE PERSONNEL SYSTEM

COMPENSATION TIME LINE

Created February 1995, Updated July 2003

FY 71-74	07/01/71 State personnel system created; PERA at 8.5% 06/30/72 End of six-month initial anniversary for positions below grade 15 07/01/73 PERA to 9.5%, (10.5% for Troopers) 12/12/73 Higher Education included in state personnel system 01/01/74 Seniority rule (P6-1-6) for temporary to permanent appointment
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FY 75-85	07/01/74 PERA to 10.5%, (11.5% for Troopers) 07/01/75 PERA to 10.64%, (11.64% for Troopers) 09/01/75 Delayed salary survey implemented 10/01/77 Multiple range classes introduced 09/01/80 PERA to 12.2%, (13.2% for Troopers) 1981 First attempt at incentive pay – not funded 12/01/83 Delayed salary survey implemented 07/01/84 Authority for job evaluation appeals transferred from State Personnel Board to State Personnel Director (HB 1084)
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FY 85-86	09/01/85 Delayed salary survey implemented Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) enacted 01/01/86 Rules rewritten: R9-3-6 - no break in service with 90-day break in service 02/86 Colorado Payroll Personnel System (CPPS) implemented 04/01/86 Medicare Tax - 1.45% for new employees 04/15/86 State covered under Fair Labor Standards Act (FLSA) 05/86 "Deemed to have earned" concept introduced in the system
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FY 86-88	FREEZE YEAR (88-89) - Salary Survey 11/1/86 Immigration Reform and Control Act (IRCA) implemented 03/01/87 Delayed salary survey implemented 07/01/87 PERA to 10.2%, (11.2% for Troopers) 03/01/88 Mandatory direct deposit 07/01/88 PERA to 12.2%, (13.2% for Troopers)
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FY 89-91	07/01/89	Authority for leave, premium pay, fringe benefits transferred from State Personnel Board to State Personnel Director (SB 54)
	09/01/89	Organ donor leave created (HB 1055)
	01/01/90	Primary medical care on-call rate established
		Delayed salary survey implemented
		Repeal requirement that jury pay be turned over to agency
	05/01/90	Temps eligible for 3 days of jury leave, Minimum 3-day fine created for failure to rate an employee (HB 1352)
	03/11/91	40 hour sick leave cap for immediate family changed to 520 hours Family leave and leave sharing created Short-term disability leave limited to certified employees
	05/24/91	Leave sharing adopted in statute (HB 1141) Senior Executive Service (SES) and Medical (MED) plans created by statute (SB91-246)



FY 91-92	07/01/91	Federal law requires retirement plan for all temp and seasonal employees PERA to 11.6%
	01/01/92	The "Lid Bill" (SB 246) raises salary lid from Grade 99 to Grade 109
	04/01/92	Five-year limit on reinstatement rescinded New layoff rules including 3-year bands
		Seniority based on year continuous state service began
	05/92	PERA to 5.6%, (7.2% for Troopers) for May and June 1992 only



FY 92-93	FREEZE YEAR - Anniversaries	
	07/01/92	Freeze anniversary increases for one year (SB 92-068) Step 6 does not count New hires receive July 1, 1994 anniversary date Anniversary date not adjusted for leave-without-pay Statewide hiring freeze PERA to 10.6%, (12.2% for Troopers)
	01/01/93	Statutory lids for regular and MED plans raised, and SES implementation postponed (HB 92-1334)
	04/01/93	Exempt employees may be charged leave-without-pay for less than one day

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FY 93-94	07/01/93	Methodology for adjusting salary lids implemented (HB 92-1334) PERA to 11.6%, (13.2% for Troopers) Anniversaries begin again Authority for overtime from State Controller to State Personnel Director (HB 93-1008) Probationary employees have no right to hearings for discipline for unsatisfactory performance (HB 93-1119)
	09/01/93	Multiple ranges eliminated Personal services contracts rules readopted (HB 93-1212) Job Evaluation System Redesign - Phase I (classes) implemented and Phase II (class placement) begins: new class descriptions, introduce half steps and T-steps Class placement concept adopted (no testing or layoff) Saved pay for 3 years
	12/01/93	Teacher I movement based strictly on academic level – no exam
	01/01/94	Health benefits employer contribution increased
	05/01/94	Delayed salary survey implemented Senior Executive Service (SES) implemented (positions placed in SES) Salary lid raised
	06/30/94	T-steps eliminated



FY 94-95	07/01/94	All leave and holidays counted as work time for essential employees (SB 94-150) Redline outlier classes
	09/01/94	Survey recommendations due on December 1 of each year (SB 94-222) Benefits moved to Part 6 of 24-50 (HB 94-1113)
	01/01/95	Overtime eligibility by position not class - designation shifted to agencies Job Evaluation System Redesign Phase II study (class placement) completed



FY 95-96	08/01/95	Family and Medical Leave Act (FMLA) rules adopted
	01/01/96	Long-term disability (LTD) paid by state Diversity rules adopted
	05/15/96	Affirmative action remedies expire (SB 96-236)

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FY 96-97	07/01/96	Implementation of 2 nd and 3 rd shift differentials (2 nd - 8.8%, 3 rd -11.7%)
		On-call rate from \$2.40 to \$2.00
	09/01/96	Saved pay expires for Job Evaluation System Redesign Phase I
	01/01/97	Open-range established for management classes
		Management classes moved to PS occupational group
		Injury leave repealed – “make whole” begins
		520 hour sick leave cap for family eliminated
		“Red Cross “ volunteer leave adopted in statute (HB 1155)
		Housing premium adopted
		Suspension for failure to rate employees changed to one week increments
	05/01/97	SES "Grandfather" provision ends



FY 97-98	07/01/97	PERA to 11.5%, (13.1% for Troopers)
		PERA retirement age changed to 50 with 30 years of service
		Northeastern Community College into state system
		State Fair into state system
	09/01/97	Payroll rules transferred from fiscal rules to Director's Administrative Procedures
	01/01/98	Saved pay expires for Job Evaluation System Redesign Phase II



FY 98-99	07/01/98	2nd shift diff from 8.8% to 7.5%, 3rd shift diff from 11.7% to 10.0%
		PERA to 11.4%
	07/02/98	Separate pay plan for each occupational group
		Colorado Pay-for-Performance (CPP) implementation begins
		Open range implemented (job rate, 5-year rate, lateral and promotional awards, traditional max)
		Steps eliminated
		Anniversary increase is 5%
		Discretionary pay differentials adopted
	08/05/98	No system maintenance study appeals (HB 98-1312)
		Meet & confer adopted - no individual allocation appeals except downward
		Only paid leave is counted as work hours for essential non-exempt employees
		Director's review process for employment law adopted
	09/01/98	PS study Phase I implemented (no fiscal impact)
	12/31/98	Rewritten streamlined rules effective: no credit for temp service
		Short-term disability (STD) leave now like all unpaid leave
		Strict pro-rated leave earning
		“Deemed to have earned” eliminated
	01/01/99	Discontinue state-paid LTD

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FY 99-00	07/01/99	CPP continues Survey adjustment is percent of fixed grade (not grade change) PS study Phase II (fiscal impact), LTC study Phase I (no fiscal impact) Management occ group title changed to SES occ group Northwestern Community College into state system
	10/28/99	Injury leave reinstated by court order, retroactive to January 1, 1997
	01/01/00	PERA begins disability program for vested employees only
	04/01/00	Injury leave repealed - "make whole" resumes
	05/01/00	Payroll rules back to fiscal rules
	05/26/00	CPP repealed and redesign of performance pay system mandated



FY 00-01	07/01/00	Survey adjustments rounded to nearest .1% LTC study Phase II (fiscal impact), FS study Phase I (no fiscal impact) Separate IT survey adjustment Special 14% 3 rd shift rate for licensed health care classes PERA to 10.4% (13.1% Troopers) 5 year sick leave conversion to salary for PERA implemented (HB 00-1458)
	08/31/00	New performance pay system submitted to JBC (SB 00-211)
	12/01/00	Law mandating separate trooper total compensation analysis implemented
	01/01/01	Employer match up to 3% on defined contribution plans Health benefits employer contribution increased
	02/01/01	Hazardous duty pay adopted Overtime calculation excludes non-base awards
	05/31/01	Survey report due November 1, 2001 and August 1 every year after (SB 01-234)



FY 01-02	07/01/01	Performance pay system implemented: five-year rate extended to 6/30/02 Job rate, traditional maximum, and non-base promotional awards eliminated PERA to 9.9% (12.6% for Troopers) HCS study Phase I (no fiscal impact)
	08/08/01	César Chávez Day statute effective (SB 01-151) Trial service no longer applied to transfers (HB 01-1085)
	11/06/01	State health care contribution supplemented 12/1/01 – 11/30/02 for all employees (SB 01S2-022)
	12/11/01	Administrative leave and voluntary "make whole" leave sharing retroactive to 9/11/01 for military in Operation Enduring Freedom
	01/01/02	Personal services contracts chapter rewritten
	03/01/02	Statewide hiring freeze through June 30, 2002
	04/19/02	Victim protection leave established (HB 01-1051)
	05/01/02	Separation rules chapter rewritten Retention right clarified re: occupied positions & certification in class
	06/08/02	JBC authorized to increase health care contribution amounts through the Long Bill (HB 02-1468)
	06/21/02	Leave sharing for catastrophic events authorized

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FY 02-03	07/01/02	<p>First performance awards paid effective 7/1/02</p> <p>Performance pay system procedures clarified</p> <p>Anniversary increases and five-year rate abolished</p> <p>PERA to 10.04% (12.74% for Troopers)</p> <p>HCS study Phase II implemented (fiscal impact), EPS and PSE Phase I studies implemented (no fiscal impact)</p> <p>Overtime provisions on scheduling comp time and length of meal periods revised</p> <p>Temporary employees not entitled to salary survey increases</p> <p>Department directors granted discretion to designate shift, on-call and call-back for positions in non-designated classes</p> <p>Weekday 3rd shift rate (14%) extended to all eligible health care classes</p> <p>Weekend/holiday 1st (7.5%), 2nd (14%) and 3rd (20%) shift rates for eligible health care classes</p>
	08/01/02	Injury leave reinstated by court order - retroactive to April 1, 2001
	12/31/02	No insurance premiums deducted from employees' pay in December to transition from paying a month in advance to paying the same month
	01/01/03	Insurance premiums paid in the same month that coverage is effective
	05/01/03	Employer match reduced to 2% on voluntary defined contribution plans
	05/30/03	Senior Executive Service (SES) modification rules effective
	06/30/03	<p>Senior Executive Service (SES) modification procedures: criteria for placement in pay plan rights of SES employees (P-2-12)</p> <p>Medical Plan contracts must be negotiated by July 1 or within 30 days of hire</p> <p>Chapter 11 revised: responsibilities of departments, employees and state benefits administrators clarified; effective dates of coverage; added procedures regarding CSEAP (HB 02-1226)</p> <p>Policy on payment for compensatory time changed</p> <p>Deductions and status clarified for FLSA exempt employees on leave of absence</p> <p>Implemented statutory change to provide victims protection leave (HB 02-1051)</p> <p>June pay date shifted to first working day of July each year (SB 03-197)</p>



FY 03-04	FREEZE YEAR - Salary Survey and Performance Awards	
	07/01/03	<p>No implementation of salary survey (SB 03-273 and HB 03-1316)</p> <p>No payment of performance awards (SB 03-258 - Long Bill)</p> <p>Pay range maximum rates set at 2002 actual market maximum; pay range minimum rates unchanged from FY 02-03</p> <p>Transportation Maintenance III pay grade change implemented; all SES positions moved to Management class (no conversion); studies with fiscal impact delayed pending funding</p> <p>Implement Total Comp bill (HB 03-1316): total compensation definition expanded; survey includes three elements involving cost and funding mechanism is consolidated, ability to review direct surveys along with 3rd party; survey audit cycle changed to four years beginning 2005; TCAC changed to 10 members and employee election replaced with appointment process; two PBP reports consolidated; separation incentives under the director's authority</p> <p>PERA to 10.15%, (12.85% for Troopers)</p>

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Ten-Year Survey Adjustment History

One grade = approximately 2.5%

Annual Salary Survey History										
Occupational Group	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Administrative Support and Related	2 grades	0	1 grade	1 grade	1 grade	2 grades	3.90%	4.20%	5.80%	0%
Enforcement and Protective Services	1 grade	1 grade	1 grade	1 grade	3 grades	1 grade	4.50%	5.70%	4.20%	0%
*Trooper								See next page	3.20%	0%
Financial Services	0	2 grades	1 grade	1 grade	1 grade	1 grade	5.30%	3.10%	5.60%	0%
Health Care Services	2 grades	1 grade	0	1 grade	1 grade	1 grade	2.30%	5.20%	6.10%	0%
Labor, Trades and Crafts	0	0	1 grade	1 grade	1 grade	2 grades	3.70%	4.80%	4.80%	0%
Medical	5.50%	3.90%	9.30%	5.60%	1.20%	1 grade	2.30%	5.20%	6.10%	0%
Senior Executive Service or Mgmt.	0	0	2 grades	0	2 grades	1 grade	3.00%	5.00%	4.10%	0%
Physical Sciences and Engineering	1 grade	1 grade	1 grade	1 grade	2 grades	1 grade	4.60%	5.70%	5.20%	0%
Professional Services/Management	1 grade	1 grade	1 grade	0	2 grades	1 grade	3.00%	5.00%	4.10%	0%
**Information Technology							5.80%			
Teacher	1 grade	1 grade	1 grade	1 grade	1 grade	1 grade	3.10%	3.60%	3.50%	0%
Average	2.45%	1.81%	2.13%	1.68%	4.02%	3.39%	3.83%	5.20%	4.70%	0%

* In 2001, initial adjustments were made to individual classes in the Trooper subgroup in order to re-align the pay relationships.

**In 2000, the IT subgroup of Professional Services received a separate adjustment of 5.80%.

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In 2001, initial adjustments were made to individual classes in the Trooper subgroup in order to re-align the pay relationships.

Salary Survey History	
Enforcement and Protective Services Trooper Subgroup	2001
Patrol Trooper Intern/Cadet	18.0%
Patrol Trooper	18.0%
Patrol Trooper III	12.6%
Patrol Supervisor	7.1%
Patrol Administrator I	7.1%
Patrol Administrator II	3.6%

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Lid Value History

Year	General	Medical	SES
FY 2003-04	\$8,374	\$11,292	\$10,468
FY 2002-03	\$8,374	\$11,292	\$10,468
FY 2001-02	\$7,983	\$10,765	\$9,979
FY 2000-01	\$7,679	\$10,355	\$9,600
FY 1999-00	\$7,463	\$10,063	\$9,329
FY 1998-99	\$7,288	\$9,827	\$9,110
FY 1997-98	\$7,055	\$9,513	\$8,818
FY 1996-97	\$6,816	\$9,191	\$8,520
FY 1995-96	\$6,535	\$8,812	\$8,169
FY 1994-95	\$6,260	\$8,441	\$7,825
FY 1993-94	\$6,008	\$8,101	\$7,510
FY 1992-93	\$5,640	\$6,250	Not Applicable
FY 1991-92	\$4,872	Not Applicable	Not Applicable
FY 1990-91	\$4,872	Not Applicable	Not Applicable
FY 1989-90	\$4,872	Not Applicable	Not Applicable
FY 1988-89	\$4,872	Not Applicable	Not Applicable
FY 1987-88	\$4,872	Not Applicable	Not Applicable
FY 1986-87	\$4,872	Not Applicable	Not Applicable
FY 1985-86	\$4,872	Not Applicable	Not Applicable